



Diversity and Inclusion Task Force

Electronic Meeting Only

The Diversity and Inclusion Task Force met on Thursday, May 13, 2021 for a meeting held electronically in accordance with the provisions of Utah Code 52-4-207(4), Open and Public Meeting Act, due to infectious disease COVID-19 Novel Coronavirus. The Diversity and Inclusion Task Force Chair has determined that conducting a meeting with an anchor location presents substantial risk to the health and safety of those who may be present at the anchor location because physical distancing measures may be difficult to maintain in the Murray City Council Chambers.

Members in Attendance:

Kat Martinez - Council Member - District #1
Mindy Ball
Katie Gardner
Daniel Haas
Josceline Mascarenhas
Jessica Miller - Absent
Justin Powell
Sara Pickett
Brian Prettyman
Jaleel Roberts

Others in Attendance:

Dale Cox - City Council Member - District #2
Sheran Duffin
Jennifer Kennedy – City Council Director
Pattie Johnson – City Council Office

Ms. Martinez began the meeting at 6:30 p.m.

Overview of meeting functions:

As the first meeting for the Murray City DITF (Diversity and Inclusion Task Force) future meetings would be held every second Tuesday of each month. The hope is to hold future meetings in person as permitted.

Introductions:

Members took a moment to share in detail with the group about themselves; preferred name, pronoun, work interests, hobbies, passions, and why they wanted to be part of the DITF.

Task Force Role and responsibilities:

Ms. Martinez stated the role of the task force would be to evaluate current systems, practices, and policies in place that might need work. The structure of the DITF is an Ad Hoc Advisory Committee, which means they would exist until they advise. At that point the Murray City Council would vote during a council meeting about whether to approve or deny continuation of the DITF for any set period of time.

The DITF has approximately one year to meet and discuss a variety of topics related to data that would be provided by Ms. Martinez for analyzation. Each month she would share best practices about specific topics, and the group would have conversations about any related personal issues or experiences to that affect. From there the committee will work to form suggestions about said topics if they believe something is not working effectively citywide. At the end of the year the group would give a presentation to the City

Council that reflects the things they would like to change. She noted some issues could have a financial cost involved, while others would be about requesting department directors to change practices. The hope is to collaborate and provide a guide that would make the City more equitable and inclusive. When finished the DITF will decide if their efforts are complete, or if there is more work to be done.

Ms. Martinez said the goal is to ensure that Murray is as inclusive as possible. And that the overall feeling is very welcoming and safe; and provides equal access for every citizen, every city employee, every business owner, and every visitor. A PowerPoint was shared to explain diversity, inclusion, and equity; and to point out the difference between equality and equity. Six conditions of how systems are changed were discussed, as well as, statistical information about Murray City. (See Attachment)

Ms. Martinez stated that systemic inequality did not happen on accident and that systems were put in place at some point deliberately. This is why the committee would need to be very strategic in how they would take these systems apart.

She said even though the group would have best intentions to accomplish an idea, the opposite affect could result if ideas were lacking in effective policies and procedures that were well aligned. For example, the Mayor's process for selecting individuals to various commissions and boards, which historically only gives opportunity to a very small pool of applicants who have been involved previously in city affairs. To bring inclusion into power, new policies would need to be put in place in order to bring new voices to such groups, and education would play a significant part in making suggestions. For example, a policy could require the evaluation of whether potential candidates are women, people of color, renters, or English speaking only. With new steps and policies in place like announcing opportunities to the wider community, no longer would there be missed opportunities to discover diverse individuals and unknown leaders in other communities. New policies would act as a roadmap to follow so that other people can do better.

Going forward DITF members will share day to day personal life experiences and concerning issues by recording them in a shared google drive space. The gathered data, and information would be discussed in future monthly meetings. It was noted that voicing matters as they come up would provide insight if the City is in a good place regarding specific inclusivity. There was a group consensus to participate in the shared Gmail. Ms. Martinez provided a list that would be posted in the shared space as part of the next agenda and explained how they would examine the following elements over time and at the next meeting:

- Meeting Accessibility - How to access, watch, attend and participate in City meetings.
- Boards and Commissions – How people get appointed. Utilize inclusive lens in planning. Lay groundwork in retiring old play productions and offer new guidance to avoid hurtful mistakes.
- Employment in the City – Evaluate a more broad hiring pool and use inclusive hiring practices.
- American Disabilities Act, and Community Events - Are community events, recreation programs, and learning opportunities accessible; are advertisements made available in various languages and are notices posted in various communities for everyone.
- Murray's Indigenous People – Ms. Martinez observed there was no mention on the City's website about Murray's indigenous people who were here first, and that perhaps that information could be provided to the Murray Museum.
- Zoning and High-density Practices – Examine whether high density is to be located only in certain areas and are grocery services available to those projects. Ms. Martinez would provide related information.
- Event Organizing – Do community events reflect all communities equally. For example, is the morning prayer on the 4th of July representative of all various faiths.

DITF Members also suggested conversations about the following:

- Police matters: Specific and current training and use of force. Understanding code enforcement. Collecting

good data regarding police practices. Having access to overlap with regard to what the new public safety committee is addressing.

- School District and Collaboration: Bridging the gap between the City and the education system within the City to help provide and support inclusive practices in the Murray School system.
- If possible: Attend May 18th LGBTQ rally at the State Capitol.
- Bring opportunity for needed services into schools.
- Access to various applications and provide translated communication in other languages besides English.
- Best practices for community businesses and quality healthcare providers and collaborate with the Murray Chamber of Commerce.

Elect Chair and Vice Chair:

Ms. Martinez would format a formal vote for the next meeting. There were thoughts that Katie Gardner, Sara Pickett and Josceline Mascarenhas could Co-Chair together, as well as, have members take turns guiding meetings. Brian Prettyman offered to do minutes. Ms. Martinez noted that by statute the group could collaborate and rotate the chair and vice chair positions. The group will take a survey to make that final decision about the task force structure.

Ending remarks, next steps: The next meeting will be held on June 10, 2021 and possibly in person.

Adjournment: 7:42 p.m.

**Pattie Johnson
Council Office Administrator II**